

DR. LILY CHENG

FOUNDER & LEADING OD DOCTOR



CREDENTIALS

- Ph.D. in Education - Monash University
- M.A. in Education & Human Development - George Washington University
- Certified Master for The Leadership Challenge®
- Certified Master Coach with the Behavioral Coaching Institute (BCI)
- Certified Consultant for the People Developer Standard
- Certified Management Consultant
- Certified Practising Management Consultant (PMC)
- Member of the International Coaching Council (ICC)
- Accredited Administrator for DiSC, FIRO-B and SII
- Certified Practitioner of MBTI® Step I™ and Step II™
- Advanced Certificate in Training and Assessment (ACTA)
- Certified Motivation Factor Practitioner

Founder and Leading OD Doctor at PACE O.D. Consulting, Dr. Lily Cheng is a visionary and thought leader in the field of Organisation Development (OD) residing in Singapore. As an OD doctor, executive coach, and master facilitator, Lily's personal mission is to help leaders succeed. Working with both business and people strategy components to increase organisational effectiveness, Lily helps her learning partners find the equilibrium between psychological risk and safety in order to catalyse behavioural and organisational change.

With over three decades of experience in Organisation Development, Human Resource Management, Human Resource Development, Education, and General Management, Lily's diagnostic mindset is sought after by multinational corporations, large local enterprises and government bodies alike. Across the U.S., Europe and Asia, Lily has energised thousands of leaders and coached executives and management teams. She has facilitated and implemented organisational merger and acquisition integration interventions, culture building, transformational change solutions and result-based performance management amongst other things.

She was one of the first two Certified Masters for The Leadership Challenge® in Asia, alongside co-founder Dr. Peter Cheng. Together, they co-developed the PACE OD Framework and Desire learning model that she passionately uses in her OD consulting process to translate HR and HRD processes to deliver tangible OD outcomes. Lily also regularly researches, speaks and publishes on OD issues both locally and abroad, having presented at The Leadership Challenge Forum 2015, San Francisco and published in the Journal on Business Review (GBR).

She was also awarded the Student Research Colloquium Showcase (SRC) Gold Award by the OD Network in the 2011 Annual Conference in Baltimore, U.S., in recognition of her scholar-practitioner paper on OD practitioners. She has authored and co-authored books such as *Leading Lights* (2007), *The Language of Organisation Development* (2013), *Real Leaders* (2013), *Real Help* (2016) *Real Conversations* (2017) and *Real Relationships* (2018).

She loves her family and always makes an effort to spend time with her adult children. She adores her grandchildren and spends time by babysitting them over weekends. Annual family trips, special occasions of family members and extended family are top priorities in her life. She spends every waking hours with her husband Dr. Peter Cheng, who is her sparing partner, friend, confidante and encourager.